

SMRITI ANAND
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EDUCATION

- Ph.D.** College of Business Administration, University of Illinois at Chicago (UIC)
2011 Major: Organizational Behavior and Human Resource Management (OB & HRM)
Dissertation Title: Multi-level Examination of Idiosyncratic Deals: Antecedents and Consequences
Dissertation Committee: Robert C. Liden (Chair), Shelley Brickson, Sophia Marinova, Denise M. Rousseau, and Sandy J. Wayne.
- MBA** Kellogg School of Management, Northwestern University, Evanston, IL
2002 Management & Strategy
- M.S.** University of Illinois at Chicago, Chicago, IL
1995 Electrical Engineering
- B.S.** Ranchi University, Sindri, India
1991 Electrical Engineering

SELECTED HONORS AND AWARDS

- 2018 IIT Stuart School of Business Beta Gamma Sigma Professor of the Year Award
- 2016 IIT Stuart School of Business Excellence in Teaching Award
- 2012 Society for Industrial & Organizational Psychology (SIOP) Scholar
- 2012 2011 Emerald/EFMD Outstanding Doctoral Research Award in Human Resource Management
- 2010 Society for Human Resource Management (SHRM) Dissertation Grant Award
- 2010 SIOP Foundation Lee Hakel Graduate Student Scholarship Award
- 2010 FMC Technologies, Inc., Graduate Student Fellowship Award
- 2010 UIC OB/HRM Doctoral Student Research Award
- 2002 Membership, Beta Gamma Sigma Honor Society, USA

PUBLICATIONS

Link to Google Scholar Profile:

<http://scholar.google.com/citations?user=pmDjCh4AAAAJ&hl=en>

ARTICLES IN REFEREED JOURNALS

1. Anand, S. & Mitra, A. (In press). No family left behind: Flexibility i-deals for employees with stigmatized family identities. *Human Relations*.
2. Rofcanin, Y. & Anand, S. (2020). Introduction to the Virtual Special Issue of *Human Relations*: Flexible Work Practices and Work-Family Domain. <https://doi.org/10.1177/0018726720935778>.
3. Anand, S., Hu, J., Vidyarthi, P. R., & Liden, R.C. (2018). Leader-member exchange as a linking pin in the idiosyncratic deals - performance relationship in workgroups. *The Leadership Quarterly*, 29, 698-708.
4. Anand, S., Vidyarthi, P. R., & Rolnicki, S. (2018). Leader-member exchange and organizational citizenship behaviors: Contextual effects of leader power distance and group task interdependence. *The Leadership Quarterly*, 29, 489-500.
5. Anand, S., Hasan, I., Sharma, P., & Wang, H. (2018). State enforceability of non-compete agreements: Regulations that stifle productivity. *Human Resource Management*, 57, 341-354.
6. Liden, R. C., Anand, S., & Vidyarthi, P. R. (2016). Dyadic relationships. *Annual Review of Organizational Psychology and Organizational Behavior*, 3, 139-166.
7. Vidyarthi, P. R., Singh, S., Erdogan, B., Chaudhry, A., Posthuma, R., & Anand, S. (2016). Individual deals within workgroups: Investigating the role of relative i-deals for employee performance. *Journal of Applied Psychology*, 101, 1536-1552.
8. Anand, S., Vidyarthi, P. R., Singh, S., & Ryu, S. (2015). Family interference and employee dissatisfaction: Do agreeable employees better cope with stress? *Human Relations*, 68, 691-708.
9. Vidyarthi, P. R., Anand, S., & Liden, R. C. (2014). Do emotionally perceptive leaders motivate higher employee performance? The moderating role of task interdependence and power distance. *The Leadership Quarterly*, 25, 232-244.
10. Vidyarthi, P. R., Chaudhry, A., Anand, S., & Liden, R. C. (2014). Flexibility i-deals: How much is ideal? *Journal of Managerial Psychology*, 29, 246-265.
11. Vidyarthi, P. R., Erdogan, B., Anand, S., Liden, R. C., & Chaudhry, A. (2014). One member, two leaders: Extending leader-member exchange theory to a dual leadership context. *Journal of Applied Psychology*, 99, 468-483.

12. Anand, S., Vidyarthi, P., Liden, R. C., & Rousseau, D. (2010). Good citizens in poor quality relationships: Idiosyncratic deals as a substitute for relationship quality. *Academy of Management Journal*, 53, 970-988.
13. Vidyarthi, P., Liden, R. C., Anand, S., Erdogan, B., & Ghosh, S. (2010). Where do I stand? Examining the effects of leader-member exchange social comparison on employee work behaviors. *Journal of Applied Psychology*, 95, 849-861.
14. Vidyarthi, P. & Anand, S. (2009). Offer-acceptance index: A proposed recruitment instrument to predict job applicants' behavior. *Advances in Management*, 2, 7-14.

BLOGS, BOOK CHAPTERS, & EDITED BOOKS

1. Anand, S. & Rofcanin, Y. (2021). *Idiosyncratic Deals at Work: Exploring Individual, Organizational, and Societal Perspectives*. Co-editor. New York, NY: Palgrave Macmillan.
2. Rofcanin, Y. & Anand, S. (2020). What happens at home stays at home! *Sage JournalsBlog: Research, Editor's Picks*. <https://journalsblog.sagepub.com/blog/what-happens-at-home-stays-at-home>.
3. Anand, S. (2018). I-deals. In S. C. de Janasz and J. Crossman (Eds.), *Teaching Human Resource Management: An Experiential Approach* (pp. 189-194), Northampton, MA: Edward Elgar.
4. Anand, S. & Vidyarthi, P. R. (2015). Idiosyncratic deals in the context of workgroups. In P. M. Bal and D. M. Rousseau (Eds.), *Idiosyncratic deals between Employees and Organizations: Conceptual Issues, Applications, and the Role of Coworkers* (pp. 92-106), OX, UK: Routledge-Taylor & Francis Group.
5. Anand, S., Vidyarthi, P. R., & Park, H. (2015). LMX differentiation: Understanding relational leadership at individual and group levels. In T. Bauer & B. Erdogan (Eds.), *The Oxford Handbook of Leader-member Exchange* (pp. 263-291). Oxford, UK: Oxford University Press.
6. Bhawuk, D. P. S. & Anand, S. (2015). Cross-cultural management: Discrepancies between dealing with diversity at corporate and individual levels of employment. In E. Christopher (Ed.), *International Management and Intercultural Communication, Vol. 1* (pp. 77-89). London, UK: Palgrave Macmillan.
7. Anand, S., Hu, J., Liden, R. C., & Vidyarthi, P. (2011). Leader-member exchange: Recent research findings and prospects for the future. In A. Bryman, D. Collinson, K. Grint, B. Jackson, & M. Uhl-Bien (Eds.), *The Sage Handbook of Leadership* (pp. 311-325), Thousand Oaks, CA: Sage.

RESEARCH GRANTS

1. Anand, S. & Sharma, P. (2018). Negotiating i-deals: Career management in the new economy. Faculty Innovation grant from the **Illinois Institute of Technology**. \$2000 awarded.

2. Anand, S. & Sharma, P. (2017). Information asymmetry in relational contracts: I-deals differentiation to individual & team effectiveness relationship as an exemplar. Summer research grant from the **Illinois Institute of Technology Stuart School of Business**. \$10,000 awarded.
3. Anand, S. & Liden, R. C. (2011-2014). Idiosyncratic deals in the workplace and employees' career outcomes: The role of an MBA degree. Grant from the **Graduate Management Admission Council Management Education Research Institute**. \$83,455 awarded.
4. Anand, S. (2010). Multi-level examination of idiosyncratic deals: Antecedents and consequences. Dissertation Grant from the **Society for Human Resource Management Foundation**. \$5000 awarded.
5. Anand, S. (2010). Multi-level examination of idiosyncratic deals: Antecedents and consequences. Dissertation Grant from the **Society for Industrial and Organizational Psychology Foundation**. \$3500 awarded.
6. Anand, S., Hoobler, J., Vidyarthi, P., & Liden, R. C. (2007). Understanding job offer acceptance behavior: The effects of perceived embeddedness on job choice behavior. Grant from the **Center for Human Resource Management**. \$7,300 awarded.
7. Vidyarthi, P., Liden, R. C., & Anand, S. (2006). Talent management in the era of offshoring: A social exchange model of turnover in offshore employees. Grant from the **Center for Human Resource Management**. \$6,500 awarded.

PUBLICATIONS IN REFEREED CONFERENCE PROCEEDINGS

1. Anand, S. & Durango-Cohen, E. J. (2016). The effects of human resource management decisions: An experiential exercise. *Proceedings of the Teaching Society for Management Educators (MOBTS)*.
2. Anand, S., Hasan, I., Sharma, P., & Wang, H. (2015). Covenants not to compete: The ties that stifle productivity. *Academy of Management Best Paper Proceedings*, DOI:10.5465/AMBPP.2015.220, Online ISSN: 2151-6561.
3. Hu, J., Vidyarthi, P. R., Anand, S., & Liden, R. C. (2010). Examining a social exchange model of developmental idiosyncratic deals and employee organizational citizenship behavior. *Proceedings of the Southern Management Association*.

REFEREED CONFERENCE PRESENTATIONS

1. Anand, S. (2020). **Presenter** in symposium titled "Experiential Fire: Keeping the Home Fires Burning", organized by Hair, R. & Palmer, J. Presented at the **Annual Conference of the Management and Organizational Behavior Teaching Society** (Virtual).
2. Anand, S. & Mitra, A. (2020). Time to flip the coin? A role reversal perspective on sexual harassment in the workplace. **Annual Conference of the Management and Organizational Behavior Teaching Society** (Virtual).

3. Anand, S. & Standish, M. (2020). Tied to my leader, tied to my organization: Moderating effects of collectivism & power distance. **Annual Convention of the Association for Psychological Science** (Virtual).
4. Jahantab, F., Anand, S., & Vidyarthi, P. R. (2020). When do i-deals make one central? Contextual effects of task interdependence and power distance. **Annual Meeting of the Academy of Management** (Virtual).
5. Anand, S. (2019). **Discussant** in Professional Development Workshop titled "Innovative and Experiential Approaches to Teaching HRM". Organized by de Janasz, S. C., & Goldberg, C. Annual Meeting of the **Academy of Management** in Boston, MA.
6. Anand, S. (2019). **Presenter** in Professional Development Workshop titled "Teaching and Learning with Humor: A Tool for Successful Education". Organized by Obenauer, W. G., & Findler, F. Annual Meeting of the **Academy of Management** in Boston, MA.
7. Anand, S. (2019). **Panelist** in Research Symposium titled "LMX incubator: Social causes and consequences of LMX (Relative, Differentiation, Comparison, Affect)". Organized by Meuser, J. D. & Scandura, T. A. Other Discussants: Bingham, J., Choi, D., Colbert, A. E., Epitropaki, O., Graham, L., Sun, J., Tse, H., Vidyarthi, P. R., Wang, S., Xu, H., & Zheng, Y. Annual Meeting of the **Academy of Management** in Boston, MA.
8. Jahantab, F., Vidyarthi, P. R., & Anand, S. (2019). When do overqualified employees misbehave? Perceived overqualification to counterproductive work behaviors relationship in the context of workgroup fairness. **Annual Meeting of the Southern Management Association** in Norfolk, VA.
9. Mitra, A. & Anand, S. (2019). Stigmatized family identities and I-deals: An integrative approach. **Annual Meeting of the Academy of Management** in Boston, MA.
10. Mitra, A., Anand, S., Du, W., & Wang, H. (2019). Boon or bane? The business case for state same-sex marriage legislation. **Annual Meeting of the Academy of Management** in Boston, MA.
11. Mitra, A., Anand, S., Du, W., & Wang, H. (2019). Marriage equality: Blessing employees and organizations alike? **Annual Conference of the Society for Industrial & Organizational Psychology** in Washington DC.
12. Anand, S. (2018). **Discussant** in Research Symposium titled "Current developments in leader-member exchange (LMX): A research incubator". Organized by Meuser, J.D., & Scandura, T.A. Other Discussants: James H. Dulebohn, Olga Epitropaki, Caren Goldberg, Julia Hoch, Robin Martin, Jeremy D. Meuser, Tom Rockstuhl, Geoff Thomas, Herman Tse, Prajya R. Vidyarthi, Dongyuan Wu, Lu Zhang. Annual Meeting of the **Academy of Management** in Chicago, IL.
13. Anand, S. (2018). **Presenter** in Professional Development Workshop titled "Make 'Em Laugh Again: Using Humor as a Tool for Learning". Organized by Obenauer, W. G., & Varley, A.M. Annual Meeting of the **Academy of Management** in Chicago, IL.

14. Anand, S. (2018). **Discussant** in Professional Development Workshop titled "Innovative and Experiential Approaches to Teaching HRM II". Organized by de Janasz, S. C., & Goldberg, C. Annual Meeting of the **Academy of Management** in Chicago, IL.
15. Anand, S., Hu, J., Vidyarthi, P. R., & Liden, R.C. (2018). Leader-member exchange as a linking pin in the i-deals – performance relationship in workgroups. **Annual Meeting of the Academy of Management** in Chicago, IL.
16. Anand, S. & Mitra, A. (2018). One size or to each their own: Changing family structures and idiosyncratic work arrangements. **Journal of Management Studies Conference on Diversity Perspective on Management** in Babson Park, MA.
17. Jahantab, F., Vidyarthi, P. R., Erdogan, B., & Anand, S. (2018). “Leader-Member exchange social comparison as a mediator of the effects of relative overqualification” as part of Research symposium titled “A process approach to LMX: Examining dynamics, differentiation, and social comparison”. Research symposium organized by Bartels, A. L., Sessions, H., & Nahrgang, J. **Annual Meeting of the Academy of Management** in Chicago, IL.
18. Anand, S. & Durango-Cohen, E. J. (2017). Teaching how to manage idiosyncratic deals through an experiential exercise. Annual Meeting of the **Midwest Academy of Management** in Chicago, IL.
19. Anand, S. & Sharma, P. (2017). Information asymmetry in relational contracts: I-deals differentiation to individual & team effectiveness relationship as an exemplar. Annual Meeting of the **Midwest Academy of Management** in Chicago, IL.
20. Anand, S., Meuser, J. D., Vidyarthi, P. R., Rousseau, D. M., & Ekkirala, S. (2017). I-deal makers in workgroups: Multi-level effects of leader fairness and i-deal distribution. Annual Meeting of the **Academy of Management** in Atlanta, GA.
21. Anand, S. (2016). **Discussant** in Research Symposium titled “Leader-member exchange (LMX) research incubator caucus”. Organized by Meuser, J.D., & Scandura, T.A. Other Discussants: Bauer, T. N., Day, D. V., Emery, C., Epitropaki, O., Erdogan, B., Liden, R. C., Nahrgang, J. D., Pellegrini, E. K., Sparrowe, R., Vidyarthi, P. R., & Wayne, S. J. Annual Meeting of the **Academy of Management** in Anaheim, CA.
22. Anand, S., Ayman, R., & Burris, K. (2016). The role of the leader in creating flexibility i-deals. Annual Meeting of the **Society of Consulting Psychology** in Orlando, FL.
23. Anand, S. & Durango-Cohen, E. J. (2016). The effects of human resource management decisions: An experiential exercise. Annual Meeting of the **Teaching Society for Management Educators (OBTC)** in North Canton, OH.
24. Anand, S. & Vidyarthi, P. R. (2016). Employee centrality in workgroup social networks and idiosyncratic deals. Annual Meeting of the **Academy of Management** in Anaheim, CA.
25. Anand, S., Hasan, I., Sharma, P., & Wang, H. (2015). Covenants not to compete: The ties that stifle productivity. Annual Meeting of the **Academy of Management** in Vancouver, Canada.

26. Vidyarthi, P. R., Chaudhry, A., Erdogan, B., Singh, S., Posthuma, R., & Anand, S. (2015). Individual deals within workgroups: The role of relative i-deals for employee performance. Annual Meeting of the **Southern Management Association** in St. Pete Beach, FL.
27. Anand, S. (2014). **Panel Organizer** of Research Symposium titled “Advancing multiple perspectives on idiosyncratic deals research”. Panelists: Anand, S., Ayman, R., Garg, S., Lai, L., Liao, C., Schminke, M., & Wright, P. Annual Meeting of the **Southern Management Association** in Savannah, GA.
28. Anand, S., Park, H., Vidyarthi, P. R., & Liden, R. C. (2014) Is an MBA degree worth the cost? Idiosyncratic deals and the perceived value of an MBA degree. Annual Meeting of the **Academy of Management** in Philadelphia, PA.
29. Anand, S., Meuser, J. D., Vidyarthi, P. R., Ekkirala, S. (2013). Leader fairness and employee i-deals: Coworkers as the enablers. Annual Meeting of the **Academy of Management** in Lake Buena Vista, FL.
30. Anand, S., Vidyarthi, P. R., Singh, S., & Ryu, S. (2013). Workplace stress and dissatisfaction: Do agreeable employees cope better? Annual Convention of the **American Psychological Association** in Honolulu, HI.
31. Anand, S. (2012). **Panelist** in Research Symposium titled “Leader-member exchange: Timeless or time to rethink?” Organized by Hepperlen, M. T. Other Panelists: Dulebohn, J., Erdogan, B., Hoch, J., Seers, A., & Vidyarthi, P. R. Annual Conference of the **Society for Industrial & Organizational Psychology** in San Diego, CA.
32. Anand, S., Vidyarthi, P. R., & Srinivas, E. S. (2012). Idiosyncratic deals: A group level exploration. Annual Meeting of the **Southern Management Association** in Ft. Lauderdale, FL.
33. Anand, S. (2011). Multi-level examination of idiosyncratic deals: Antecedents and consequences. Annual Meeting of the **Academy of Management** in San Antonio, TX.
34. Anand, S., Vidyarthi, P. R., & Liden, R. C. (2011). LMX and TMX as relational bases of organizational identification: Moderating role of culture. Annual Meeting of the **Southern Management Association** in Savannah, GA.
35. Bhawuk, D. P. S. & Anand, S. (2010). A multilevel case analysis of disconnect between diversity management policy and implementation. Annual Meeting of the **Academy of Management** in Montreal, Canada.
36. Chaudhry, A., Vidyarthi, P. R., Anand, S., & Liden, R. C. (2010). How much flexibility is ideal? The relationship between flexibility I-deals and employee attitudes. Annual Meeting of the **Academy of Management** in Montreal, Canada.
37. Hu, J., Vidyarthi, P. R., Anand, S., & Liden, R. C. (2010). Examining a social exchange model of developmental idiosyncratic deals and employee organizational citizenship behavior. Annual Meeting of the **Southern Management Association** in St. Pete Beach, FL.

38. Vidyarthi, P. R., Anand, S., & Liden, R. C. (2009). Leader's emotional intelligence and employee performance and embeddedness. Annual Meeting of the **Southern Management Association** in Asheville, NC.
39. Vidyarthi, P. R., Anand, S., & Liden, R. C. (2009). Leader-member exchange social comparison: Examining effects of perceived LMX differentiation on employee outcomes. Annual Meeting of the **Academy of Management** in Chicago, IL.
40. Anand, S., & Vidyarthi, P. R. (2008). Leader-member exchange and employee outcomes: A multilevel examination of the moderating effects of leader power distance and within group task interdependence. Annual Meeting of the **Academy of Management** in Anaheim, CA.
41. Anand, S., Vidyarthi, P. R., Liden, R. C., & Rousseau, D. (2008). Idiosyncratic deals and organizational citizenship behaviors: Moderating effects of exchange relationships. Annual Meeting of the **Academy of Management** in Anaheim, CA.
42. Vidyarthi, P. R., & Anand, S. (2008). Ingratiation and leader-member exchange: The moderating role of employee competence. Annual Meeting of the **Academy of Management** in Anaheim, CA.
43. Bhawuk, D. P. S., & Anand, S. (2006). Integrating minority women in the U.S. organizations: Conflict between diversity policy and implementation. Annual Meeting of the **Academy of Management** in Atlanta, GA.
44. Bhawuk, D. P. S. & Anand, S. (2005). Minority experience in US organizations. **Fourth Biennial Conference on Intercultural Research** (symposium on macro and micro perspectives on multiculturalism), Kent State, OH.

PANEL DISCUSSIONS, INVITED TALKS, & CONFERENCE ORGANIZATIONS

1. Anand, S. (2020). **Mentor** in Professional Development Workshop titled "Leader-member exchange (LMX) incubator". Organized by Meuser, J. D. & Scandura, T. A. Other mentors: Bauer, T., Coglisier, C., Cullen-Lester, K., Emery, C., Liden, R. C., Nahrgang, J., Rockstuhl, T., Shore, L., Sin, HP., Tse, H., & Vidyarthi, P. R. Virtual Conference (related to the Annual Meeting of the **Academy of Management**).
2. Anand, S. (2020). **Mentor** in Idiosyncratic Deals (I-deals) conference for doctoral students. Organized by Dotun, A. & Tekeste, M. Other mentors: Aldossari, M., Bal, M., Rofcanin, Y., Simosi, M. Virtual Conference.
3. Anand, S. (Summer 2020). **Keynote Speaker** at The Fellow Programme in Management (equivalent to a PhD) Induction ceremony (Virtual) at **Indian Institute of Management Rohtak**, India. Topic: How to make a transition from the corporate world to academia?
4. Anand, S. (Summer 2020). **Speaker** in Management Webinar Series for MBA Students at **Indian Institute of Management Rohtak**, India. Topic: Crisis Leadership: How to Lead in Times of COVID-19.

5. Anand, S. (Spring 2020). **Speaker** in Research Webinar Series at the Future of Work Centre, **University of Bath**, U.K. Topic: How to Publish in U.S. Journals.
6. Anand, S. (Spring 2020). **Speaker** in Research Webinar Series at the Department of Management, **Bogazici University**, Turkey. Topic: Workgroup Social Networks and I-deals.
7. Anand, S. (Spring 2020). **Speaker** in Research Seminar Series at the **Faculty of Management Studies (FMS), University of Delhi**, India. Topic: Designing Research Studies and Publishing in Leading Journals of Management.
8. Anand, S. (Spring 2020). **Speaker** in Research Seminar Series at the **Fellow Program in Management (FPM), International Management Institute**, India. Topic: Publishing 101: Theory building and Testing a Conceptual Model.
9. Anand, S. (Spring 2020). Conducted **PhD Student Development Workshop** at the **Department of Management Studies (DMS), Indian Institute of Technology Delhi**, India. Topic: Theory building and Testing a Conceptual Model.
10. Anand, S. (Spring 2020). Conducted **Research Workshop** at the **Fellow Programme in Management (FPM), Indian Institute of Management Ranchi**, India. Topic: Designing Research Studies and Publishing in Leading Journals of Management.
11. Anand, S. (Spring 2020). Conducted **Faculty Development Workshop at BML Munjal University School of Management**, India. Topic: Publishing 101: Writing for Top-tier Journals of Management.
12. Anand, S. (February, 2020). **Speaker** at **Walgreen Company** in Deerfield, IL. Topic: Leading a multi-generational and multi-cultural workforce. Seminar hosted by The African American Leadership Network.
13. Anand, S. (January, 2020). **Speaker** at Business Scholars Welcome Back event at the **University of Illinois at Chicago**, IL. Topic: Leadership for Generation Z.
14. Anand, S. (November, 2019). **Speaker** at **BMO Harris Bank** in Chicago, IL. Topic: Leading a multi-generational and multi-cultural workforce. Seminar hosted by The BMO Harris Latino Alliance.
15. Anand, S. (September, 2019). **Speaker** at **Argonne National Laboratory** in Lemont, IL. Topic: Being an active bystander. Seminar hosted by The Energy and Global Security Diversity and Inclusion Council.
16. Anand, S. (2019). **Organizer** of Discussion Panel titled “Negotiating I-deals”. Co-organizer: Sharma, P. Panelists: Kull, C., Kerin, J., Patel, A. Rousseau, D. M., Yadav, N. **Illinois Institute of Technology** in Chicago, IL.
17. Anand, S. (2019). **Guest** on the **Illinois Tech Radio Show/Podcast Curiosity Unplugged**. Hosted by: White, C. & Humer, C. Other Guests: Ayitou, J. L. & Williams, A. Topic: Is higher education doing enough to help underrepresented students succeed?

18. Anand, S. (2018). **Speaker** at the 2018 **Future Business Leaders of America (FBLA) National Fall Leadership Conference** in Chicago, IL. Topic: Leadership for generation Z.
19. Anand, S. (2018). **Speaker** in Advanced Research Methods Seminar in the Organizational Behavior/Human Resource Management PhD program at the **University of Illinois at Chicago**, IL. Topic: Social network theory and analysis.
20. Anand, S. (2018). **Speaker** at the Annual Marketing Conference of **LittleFuse, Inc.** in Des Plaines, IL. Topic: Communication across multiple generations in the workplace: Challenges and solutions.
21. Anand, S. (2017). **Program Chair** for Organizational Behavior track. Annual Meeting of the **Midwest Academy of Management** in Chicago, IL.
22. Anand, S. (2017). **Discussant** in Panel titled “Finding a common ground: Conflict resolution techniques for leading a collaborative multigenerational team” at the **Higher Education Recruitment Consortium (HERC)** Fall Conference on Generational Diversity in Chicago, IL. Other Discussants: Durham, L. A., Foram, S. S., King, M., & Jeffery, K.
23. Anand, S. (2014). **Panelist** in Stuart School of Business Career Management Center Faculty Panel for National Career Development Week. Other Panelists: Ehlich, D., Chakrabarti, A., & Gorham, M. **Illinois Institute of Technology** in Chicago, IL.

MANUSCRIPTS UNDER REVIEW

1. Anand, S., Meuser, J. D., Vidyarthi, P. R., Liden, R. C., Rousseau, D. M., & Ekkirala, S. A multi-level model of i-deals in workgroups: Employee and coworker perceptions of leader fairness, i-deals and group performance. Being revised for third review at the *Journal of Management Studies*.
2. Ghosh, K., Sharma, D., Mishra, M., & Anand, S. You stay home, but we can't: Invisible 'dirty' work as calling amid COVID-19 pandemic. Under second review at *Journal of Vocational Behavior*.
3. Jahantab, F., Anand, S., & Vidyarthi, P. R. Exhausted by social distancing: Understanding the effects of COVID-19 pandemic in workgroups. Under first review at *Human Resource Management*.
4. Jahantab, F., Anand, S., & Vidyarthi, P. R. Exhausted by social distancing: Understanding the effects of COVID-19 pandemic in workgroups. Being reviewed for presentation at the **Annual Meeting of the Academy of Management (Virtual)**.
5. Jahantab, F., Vidyarthi, P. R., Anand, S., & Erdogan, B. When are the bigger fish in the small pond better citizens? A multi-level examination of relative overqualification and outcomes in workgroups. Under third review at *Group & Organization Management*.
6. Jahantab, F., Vidyarthi, P. R., & Anand, S. When do overqualified employees misbehave? Perceived overqualification to counterproductive work behaviors relationship in the context of

workgroup justice and task interdependence. Being revised for second review at *Journal of Business and Psychology*.

7. Vidyarthi, P. R., Anand, S., & Jahantab, F. Consequences of the accident of birth: A multi-level examination of employee caste status, influence network centrality and work performance. Being reviewed for presentation at the **Annual Meeting of the Academy of Management (Virtual)**.

WORK IN PROGRESS

1. Anand, S., Du, W., Mitra, A., & Wang, H. Boon or bane? The business case for marriage equality. Being prepared for initial submission to *Journal of Business Ethics*.
2. Anand, S. & Durango-Cohen, E. J. Teaching how to manage idiosyncratic deals through an experiential exercise.
3. Anand, S. & Liden, R. C. Idiosyncratic deals and the perceived value of an MBA degree.
4. Anand, S. & Mitra, A. Time to flip the coin? A role reversal perspective on sexual harassment in the workplace.
5. Anand, S. & Sharma, P. I-deals differentiation and team effectiveness. Being prepared for initial submission to *Group & Organization Management*.
6. Anand, S. & Vidyarthi, P. R. Social networks in the workplace and idiosyncratic deals.
7. Anand, S., Vidyarthi, P. R., Liden, R. C., & Standish, M. Tied to my leader, tied to my organization: Moderating effects of collectivism & power distance.
8. Jahantab, F., Anand, S., & Vidyarthi, P. R. When do i-deals make one central? Contextual effects of task interdependence and power distance.
9. Krishnamurthy, M., Anand, S., & Lederman, N. Enhancing industry preparedness through active mentorship and proximal leadership in interdisciplinary student competition environments. Grant proposal being revised for submission to the National Science Foundation.
10. Vidyarthi, P. R., Anand, S., & Jahantab, F. Consequences of the accident of birth: A multi-level examination of employee caste status, influence network centrality and work performance.

ACADEMIC / INDUSTRY EXPERIENCE

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|--------------|--|
| 2017-Present | <i>Associate Professor</i> , Stuart School of Business, Illinois Institute of Technology, Chicago, IL. |
| 2011-2017 | <i>Assistant Professor</i> , Stuart School of Business, Illinois Institute of Technology, Chicago, IL. |
| 2010-2011 | <i>Instructor</i> , Industrial/Organizational Psychology Department, Argosy University Chicago, IL. |

- 2009-2010 *Instructor*, College of Business Administration, University of Illinois at Chicago.
- 2005-2009 *Research / Teaching Assistant*, College of Business Administration,
University of Illinois at Chicago.
- 1995-2003 Motorola, Inc., Schaumburg, IL.
- 2000-2003 *Product Manager, PCS*
Spearheaded development and launch of Bluetooth products and GSM
phones for Asian market (market size more than \$70 million/year).
- 1997-2000 *Senior & Lead Engineer, iDEN (Cellular & Dispatch Infrastructure)*
Managed entire development and deployment process for four new
software products over two years with a \$2 million budget.
- 1995-1997 *Software Engineer, Paging and iDEN*
Led the system integration effort for Motorola's first two-way paging
system infrastructure.
- 1994-1995 *Systems Analyst*, Information Resources, Inc., Chicago, IL
Created software to reduce product development cycle by 30%.
- 1991-1992 *Project Engineer*, Bihar Electricals, Ltd., Jamshedpur, India
Developed digital control systems software.

COURSES TAUGHT

1. Philosophy of Management (doctoral seminar- face to face, hybrid, & online)
2. Leadership and Organization Design (graduate course- face to face, hybrid, & online)
3. Organizational Behavior (graduate course)
4. Organization Development (graduate course)
5. Fundamentals of Management (undergraduate course)
6. Managerial Effectiveness through Diversity (undergraduate course)
7. Organizational Behavior (undergraduate level)
8. Organizational Theory (undergraduate level)

DOCTORAL COMMITTEE SERVICE

Dissertation Committee Member

1. Emily Sanders, Department of Psychology, Illinois Institute of Technology, Spring 2021
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3. Stefanie Pugliese, Department of Psychology, Illinois Institute of Technology, Spring 2021
4. Zheng Zhou, Stuart School of Business, Illinois Institute of Technology, Summer 2020
5. Arjun Mitra, Department of Managerial Studies, University of Illinois at Chicago, Summer 2020
6. Shujaat Ahmed, Department of Psychology, Illinois Institute of Technology, Spring 2020
7. Balaji Rao Ryali, Stuart School of Business, Illinois Institute of Technology, Spring 2020
8. Yelena Polyashuk, Department of Psychology, Illinois Institute of Technology, Summer 2019

9. Maura Burke, Department of Psychology, Illinois Institute of Technology, Spring 2018
10. Michael Cama, Department of Psychology, Illinois Institute of Technology, Spring 2018
11. Nahren Ishaya, Department of Psychology, Illinois Institute of Technology, Spring 2018
12. Rachel Meredith, Department of Psychology, Illinois Institute of Technology, Spring 2018
13. Christine Overfors, Department of Psychology, Illinois Institute of Technology, Spring 2018
14. Xinting Zhen, Stuart School of Business, Illinois Institute of Technology, Spring 2018
15. Fernando Arena, Department of Psychology, Illinois Institute of Technology, Spring 2016
16. Benjamin K. Fearing, Department of Psychology, Illinois Institute of Technology, Spring 2015
17. Shao-Huai Liang, Stuart School of Business, Illinois Institute of Technology, Spring 2014
18. Jeremy B. Watson, Department of Psychology, Illinois Institute of Technology, Spring 2014
19. Jaime L. Cruz, Department of Psychology, Illinois Institute of Technology, Spring 2013

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Comprehensive Exam Committee Member

1. Stuart School of Business, Illinois Institute of Technology, 4 students, Fall 2020
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3. Stuart School of Business, Illinois Institute of Technology, 7 students, Fall 2018
4. Stuart School of Business, Illinois Institute of Technology, 10 students, Fall 2017
5. Stuart School of Business, Illinois Institute of Technology, 8 students, Spring 2017
6. Stuart School of Business, Illinois Institute of Technology, 3 students, Spring 2016
7. Stuart School of Business, Illinois Institute of Technology, 5 students, Spring 2015
8. Stuart School of Business, Illinois Institute of Technology, 11 students, Spring 2014
9. Stuart School of Business, Illinois Institute of Technology, 8 students, Spring 2013

PROFESSIONAL SERVICE

Associate Editor, *Human Relations*

Associate Editor, *South Asian Journal of Human Resources Management*, 2018-2020

Member of the Advisory Board, *South Asian Journal of Human Resources Management*

Mentor, Academy of Management Meetings

Ad-hoc Reviewer, *Academy of Management Journal*

Ad-hoc Reviewer, *Applied Psychology: An International Review*

Ad-hoc Reviewer, *European Journal of Work and Psychology*

Ad-hoc Reviewer, *Human Resource Management*

Ad-hoc Reviewer, *Journal of Applied Psychology*

Ad-hoc Reviewer, *IEEE Transactions on Engineering Management*

Ad-hoc Reviewer, *Journal of Management*

Ad-hoc Reviewer, *Journal of Management Studies*

Ad-hoc Reviewer, *Personnel Psychology*

Ad-hoc Reviewer, The Research Foundation - Flanders (FWO)

PROFESSIONAL MEMBERSHIPS

Academy of Management (AOM)
American Psychological Association (APA)
Management & Organizational Behavior Teaching Society (MOBTS)
Society of Women Engineers (SWE)
Work and Family Researchers Network (WFRN)